

DD/A Registry

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89-1408X

AUG 18 1989

NOTE FOR: Associate Deputy Director for Administration  
FROM: George W. Owens  
Director of Personnel  
SUBJECT: Overtime and Annual Leave for SISers

Roy:

1. This is in response to your asking me the other day about how other U.S. Government agencies treat the many uncompensated hours of overtime worked by SISers and whether the same officers are subsequently charged annual leave for short periods of time.

STAT

2. In response to your query, [ ] has prepared the attached write-up. After you have read the comments, please let me know what reactions you have. Personally, I don't believe we want to get involved in regulatory changes but we could do something less formal to create a better balance than exists today.

STAT

[ ]  
George W. Owens

DD/A REGISTRY

FILE: PERS-3-AR~~ADMINISTRATIVE - INTERNAL USE ONLY~~

PERS-12

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Note for: DD/CAP

From: SIS Focal Point

Subject: Compensatory Time Off for SISers

1. I talked to a number of people from different agencies who attended the OPM Task Force on SES Recertification about recompense to SESers who perform a lot of overtime. They all claimed that they have a lot of SESers who perform overtime on a regular basis but they are unable to do anything extra for them in return. The closest anyone came was one HHS executive who admitted that he occasionally tells a hard working (one he knows to be putting in long hours) SESer to take a day off, a kind of unofficial administrative leave, as it were.

STAT 2. The ineligibility of SISers for compensatory leave is a matter of regulation [ ] not of law. The Agency has simply copied OPM regulations in this case, as it has in many other instances. The law on compensatory leave contains no restrictions.

STAT 3. The Agency could rewrite its regulations to allow comp. time to SISers but it might run into trouble with the oversight committees. This would be a basic change in personnel policy and would put the Agency in the position of granting a benefit which would not be available to comparable employees in the rest of government. We would certainly need the DCI's backing on such a move since he would be the one to take the heat from the oversights. Do you know if [ ] thinks we could get the DCI on board?

4. As a less complicated alternative, how about if D/Pers would delegate authority to office heads to grant admin. leave (excused absence) to SISers who, in their judgment, deserve such consideration in view of their demonstrated record of overtime? The informality of such an approach would avoid running afoul of the committees but it would present other problems: possible uneven application, no controls of any kind, possible creation of resentment in the lower ranks. I'm not keen on this idea but it is a possibility.

5. I would guess, or hope, that serious SIS overtimers would be prime candidates for SIS performance awards.

6. SISers who put in a lot of overtime could be periodically recommended for exceptional accomplishment awards. This could be on the borderline of an abuse of the awards system but, if the overtime did result in special achievements, such awards would not be too far off the mark. Here again, a great deal would be left to the judgment of office heads and application would likely be uneven.

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7. Category of far out idea: Set up a system with payroll to record overtime of SISers but not pay them for it; after a year or six months, use the accumulated documentary evidence to make a case with the oversights for their cooperation in either granting compensatory leave or allowing the DCI to use his authority to grant SISers a pay raise. Would the oversights view such data (SIS overtime statistics) as a mere ploy or could we get them to take it seriously? Would anybody in OCA be able to judge the oversights' reactions to such information? Another possibility would be to use such data to gain oversight acquiescence toward increasing the SIS awards money pool so that more SISers could get awards. I think we'd want some kind of indication that this idea would work before going to all the trouble of collecting SIS overtime data, not to mention the possibility of disappointing the hopes and expectations of SISers if it did not work.

8. As a consolation prize to #7 above, if none of the ideas worked, maybe we could require managers to record in their PARs the amount of annual overtime performed by the SISers under their supervision. The idea would be that this would provide another input when it came time to choose people for promotions and awards.

9. Let me know if you want to expand on or pursue any of these ideas.

STAT



*10 Aug 89*

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